

Cluster Hiring at Sacramento City College

To be considered for the cluster hire initiative at Sacramento City College, faculty applicants were asked to address three or more of the following criteria with their applications:

- *We are excited to invite you to bring your lived experiences and authentic selves to contribute to discourse and action in supporting our Brown, Indigenous, and/or People of Color (BIPOC) communities.*
- 1. *Provide specific examples of how you have demonstrated a commitment to engaging in service with populations historically underrepresented and underserved in higher education, particularly with BIPOC communities.*
- 2. *Provide specific examples of your experience dismantling or disrupting institutional racism.*
- 3. *Provide specific examples of how you have created research, scholarship, media, art, or cultural/political engagement opportunities with BIPOC communities.*
- 4. *Provide specific examples of how you have demonstrated experience and knowledge of barriers for BIPOC students and how to address the disproportionate impact at institutions of higher education.*
- 5. *Provide specific examples of your skills in developing cross-cultural and anti-racist communication, collaboration, and/or pedagogy.*

Assumptions:

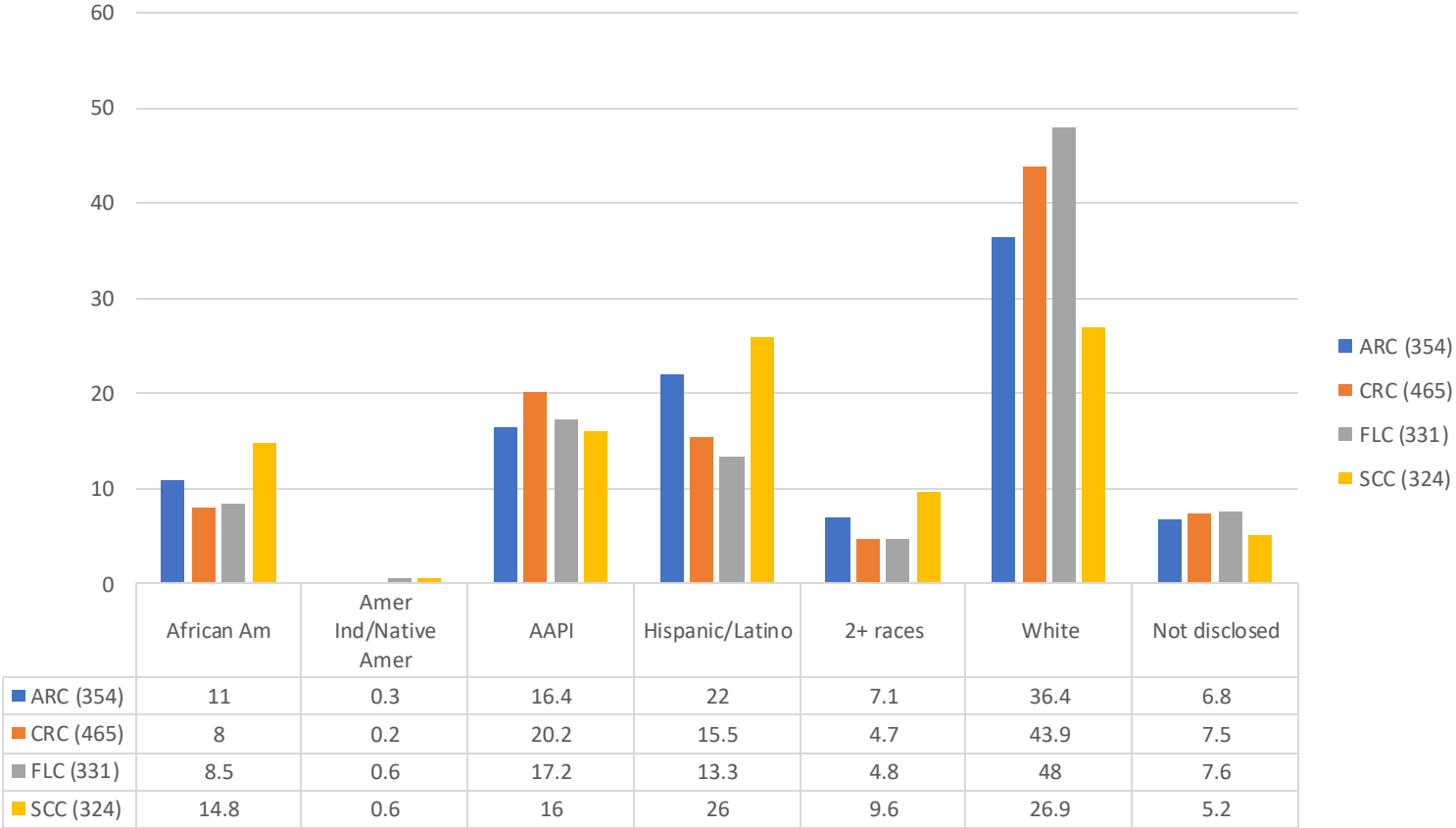
1. A higher percentage of applicants to SCC would be people of color.
2. The result could be less applicants compared to the other colleges as SCC applicants would have to make an intentional decision to apply based on factors that were not obviously in place at the other colleges.
3. Faculty of color would be more likely to be hired

Findings: Who applied?

- ✓ In 3 disciplines, (Communication Studies, Photography, Psychology), the largest number of applicants identified as white.
- ✓ In Counselor & Ethnic Studies, the majority of applicants were Hispanic/Latino
- ✓ In Kinesiology, African Americans were the majority of applicants.
- ✓ In Chemistry and Physics/Astronomy, AAPI were the majority of applicants
- ✓ In History, African American and white applicants were both represented equally in the overall applicant pool at 33%.
- ✓ In Nursing, all 3 applicants were AAPI.
- ✓ In Mechanical Electrical Technology, 71.4% of 7 applicants were AAPI.
- ✓ In Vision Care Technology, out of the 5 applicants, 2 were white.

Findings: Were there fewer applicants at SCC compared to the other colleges?

% of Faculty Applicants by Race/Ethnicity



Findings: Who was hired?

(excludes “Not disclosed” applicants)

SCC hired more faculty of color by percentage than the other 3 colleges (12/15 = 80%)

ARC hired 69% faculty of color (9 of 13)

CRC hired 44% faculty of color (7 of 16)

FLC hired 38% faculty of color (3 of 8)

Who was hired?

	ARC	CRC	FLC	SCC
African American	1	1	1	5
American Indian/Native American	0	0	0	0
AAPI	3	2	1	3
Hispanic/Latino	1	1	1	2
2+ races	0	3	0	2
White	4	9	5	3
Not disclosed	3	0	1	1

Moving forward with cluster hiring:

If cluster hiring resulted in fewer applicants compared to the other colleges, cluster hiring also resulted in an applicant pool that was more diverse than the other colleges.

If potential applicants are not applying because of cluster hiring, the question remains whether those applicants are going to be competitive in an environment focused on cluster hiring.

While there were numerous positions hired across the District in the same disciplines, the applicant pools in those disciplines were not necessarily the same.

While the District has long had a goal of hiring a diverse workforce that reflects the student body, cluster hiring may be the most significant way to get there.